

**ARPA Essential Worker Agreement Between
Sacramento County
And
The Sacramento County Alliance of Law Enforcement
Representing Employees In the Law Enforcement Support Non-Supervisory
and the Supervisory Units and the Peace Officers Unit**

Certain permanent employees in the bargaining unit will be eligible for \$1,500 for essential work performed during the pandemic. Eligibility shall be determined as follows:

\$1,500 lump sum payment

- Must have begun employment with Sacramento County as of July 1, 2021, and remained continuously employed through January 15, 2022.
- Must have worked at the job site for at least 120 hours between March 5, 2020 and January 15, 2022. Paid leave does not count as work. Overtime hours do count as work.
- Must work in a classification whose maximum pay (inclusive of differentials and premiums) is no more than \$102,318 annually (not including the \$1,500 lump sum payment). The employee must be in an eligible class on December 31, 2021.
- Eligibility will be determined by the County and shall not be subject to the grievance and arbitration process.
- The lump sum payment will be pro-rated for part-time employees.

40 Hours Administrative Time Off

For permanent employees that do not meet the criteria for the above lump sum payment, the following eligibility will apply for the receipt of 40 hours of administrative leave time:

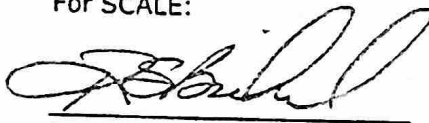
- Must have begun employment with Sacramento County as of July 1, 2021, and remained continuously employed through January 15, 2022.
- The administrative leave time will have no cash value.
- The administrative leave time must be used by June 30, 2024, or will be lost.
- Use of the administrative leave time is subject to the same approval process as the use of vacation.

- Eligibility for these hours will be determined by the County and shall not be subject to the grievance and arbitration process.
- The administrative hours will be pro-rated for part-time employees.

The parties agree that this arrangement satisfies any obligation of the County to negotiate over an entitlement to essential work pay under ARPA.

Should another Sacramento County Recognized Employee Organization (REO) receive an ARPA amount greater than the \$1,500 lump sum payment or 40 hours administrative leave time, permanent employees in the unit shall receive the same total ARPA amounts, subject to any additional eligibility requirements contained within the agreement to which this parity shall apply. For example, if another REO received an ARPA cash amount of \$1,600 for all classifications with a net pay under \$75,000, eligible bargaining unit members in eligible classes meeting those additional eligibility requirements shall be paid an additional \$100. If another REO received 50 hours of ARPA administrative leave time, eligible bargaining unit employees shall receive, subject to the same terms within the parity unit, an additional 10 hours of administrative leave time.

For SCALE:



Randy Bickel, President

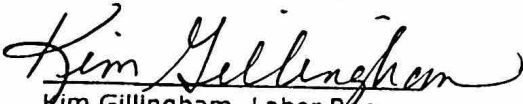
DATE: 12/23/2021

For Sacramento County:



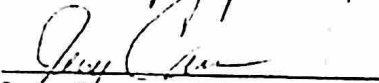
Matt Connolly, Labor Relations Officer

DATE: 12/22/2021



Kim Gillingham, Labor Rep

DATE: 12/24/2021



Jerry Camous, Labor Rep

DATE: 12-22-2021